



South African Insurance Association

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Private and confidential

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15 November 2023

TO ALL MEMBERS

SAIA_INSETA_IISA RETIREE REPURPOSING PROGRAMME 2024 INTAKE

What is the problem statement?

The non-life insurance industry has a pool of retiring or retired intellectual property (i.e., technical knowledge and experience), who are retiring or have retired without the industry having fully absorbed their knowledge base in upcoming technical professionals. Similarly, there are many young professionals within the industry in need of technical skills mentoring to assist them in progressing to senior management.

Why the Retiree Repurposing Programme?

The first SAIA_INSETA_IISA Retiree Repurposing Programme (RRP) was piloted from 1 December 2022 to 30 November 2023. The pilot RRP had ten (10) mentees (junior managers) paired up with five (5) mentors (retirees) who successfully completed the programme. The class of 2022/2023 have experienced phenomenal growth in their careers due to the guidance and mentorship received on the programme with many success stories that will be shared at the graduation ceremony taking place on 5 December 2023.

For the 2024 RRP, SAIA will allocate twenty (20) junior manager candidates to ten (10) retirees.

Funding:

The programme is fully funded by INSETA and thus the companies nominating the junior managers will be able to participate at no cost. The funding from INSETA will allow for a monthly stipend to be paid to the mentors (retirees) per mentee.



DIRECTORS: T Mahlangu (Chairperson), GL Napier (Deputy Chairperson), R Attwell, JP Blignaut, L Botha, M Bosman, PJ Donnelly, C Jacobs, W Lategan, TC Madzinga, W Marte, DH Matthee, G Mtetwa*, E Naidoo, CD Nortje, SD Paterson, V Pearson, P Siphugu, TD Ray, M Tyikwe, A Weilbach.

*Alternates

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Duration and structure:

The programme is a twelve (12) month mentorship programme that will focus predominately on technical skills transfer but will also have an element of leadership and soft skills training. Mentors will be expected to dedicate a minimum of ten (10) hours per month per mentee which will include the mentoring session, preparation and reporting.

Who are we looking for:

Mentors/retirees:

- Candidates must possess excellent technical skills within one of the lines of business specified below.
- Candidates must be semi-retired or retired for not more than three (3) years
- Candidates must have the availability required to meet (physically or virtually) at least twice a month with their mentee and meet quarterly with the rest of the group. In addition, the RRP programme manager may request monthly check-in meetings with the mentors.

Junior managers/mentors:

- Candidates who have been employed within the non-life insurance industry for a minimum of five (5) years.
- Candidates must be currently employed at a junior management occupational level
- Candidates who have been exposed to leadership skills will be given preference
- Candidates must be from a SAIA, FIA or SAUMA member company
- Candidates must have the availability required to meet (physically or virtually) at least twice a month with their mentor and meet quarterly with the rest of the group
- Candidates must have the support of their line manager to participate in the RRP

Retirees and junior managers in the following lines of business are encouraged to apply for the programme:

- 1. General Lines of Insurance**
- 2. Specialist Classes of Insurance**
 - 2.1. Agriculture
 - 2.2. Engineering
 - 2.3. Liabilities (Broad Form Liabilities, including e.g., Professional Indemnity)
 - 2.4. Marine
- 3. Loss Adjusting (Non-Motor)**
- 4. Reinsurance**

What is required from the industry?

We would like to thank the industry for the support of the successful pilot in 2022/2023 and would like to encourage continued support of the RRP. The support of the member companies as well as the relevant line managers of the junior candidate is imperative for a successful mentorship journey.

SAIA would like to request members to please nominate candidates both for the mentors (retirees) and the mentees (junior managers) positions, candidates are also encouraged to nominate themselves.

When nominating yourself/ a candidate, kindly attach a current CV and advise the following:

Name	Junior Manager / Retiree?	Line of Business?	Contact details: Email & Telephone number
e.g., Jane Doe	Retiree	Marine	jane@xmen.co.za 087 500 5000

We kindly request candidates' details be sent to RRP@saia.co.za by **Friday 15 December 2023.**

The programme will commence on **1 March 2024.**

Thanking members for their assistance in this and looking forward to the responses.

KABELO PAILE
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